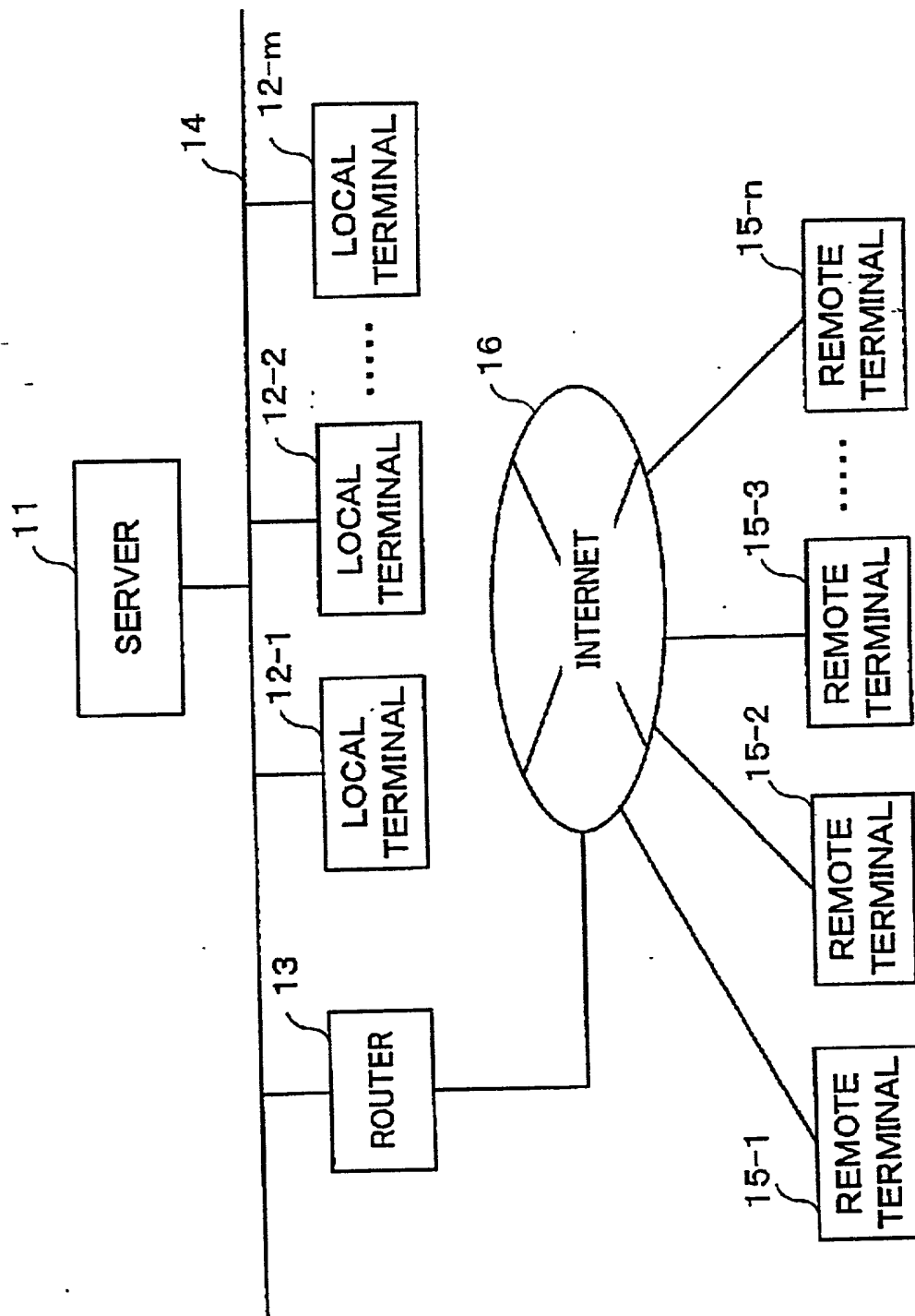


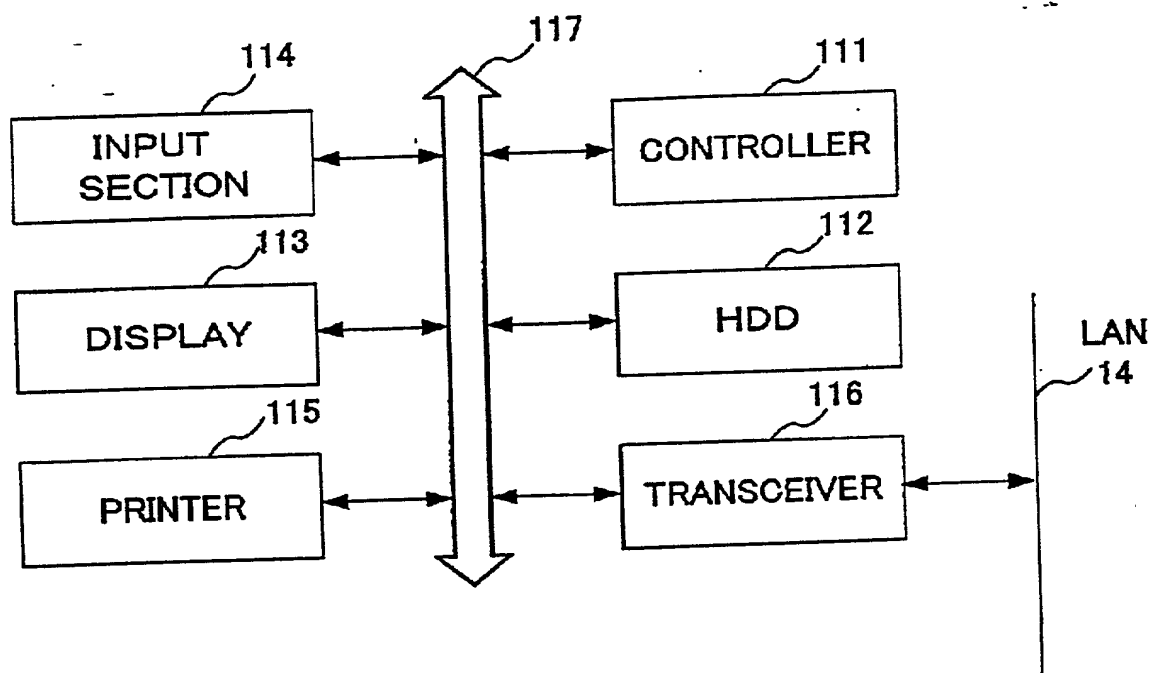
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FIG.1



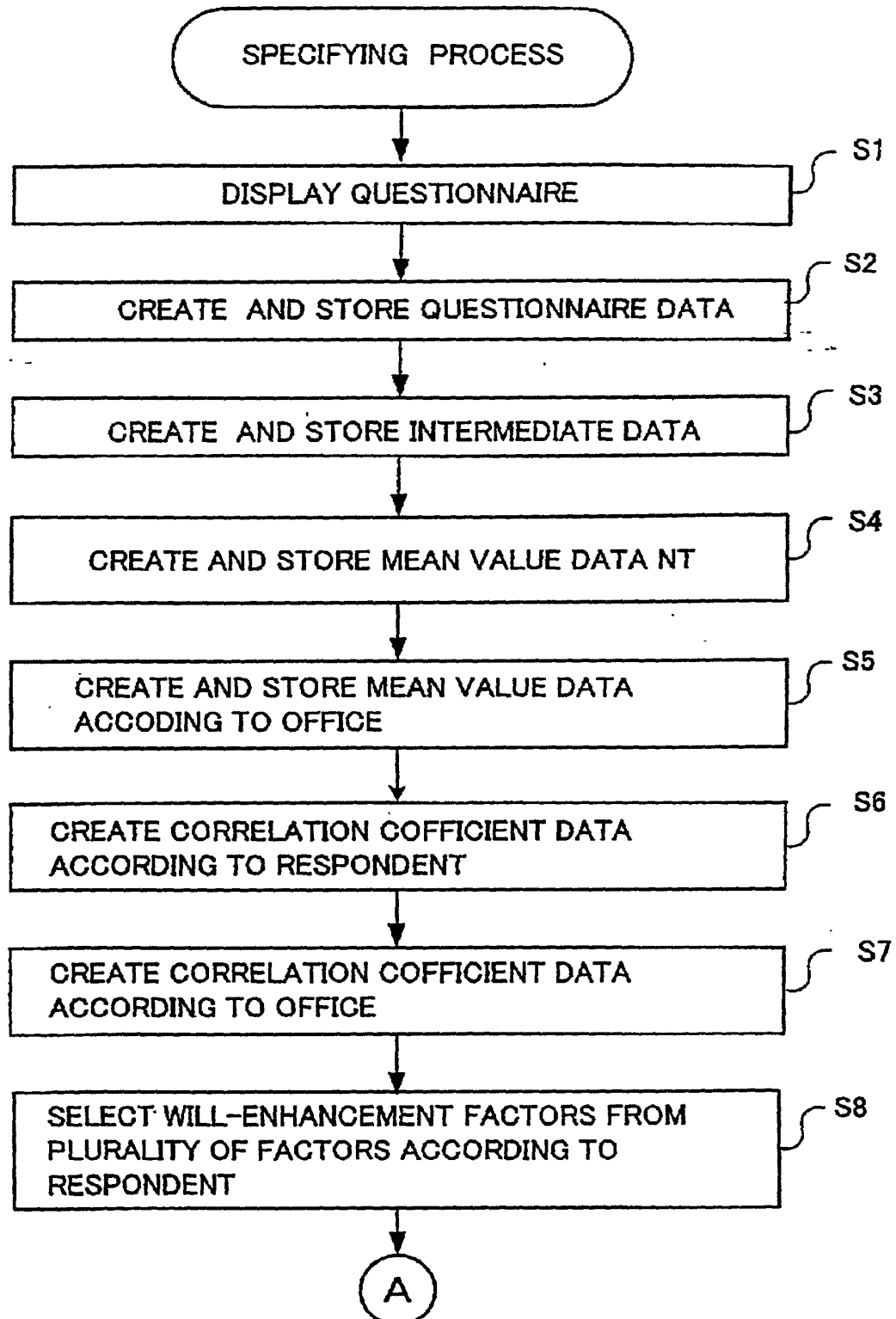
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FIG.1A



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FIG. 2A



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FIG.2B

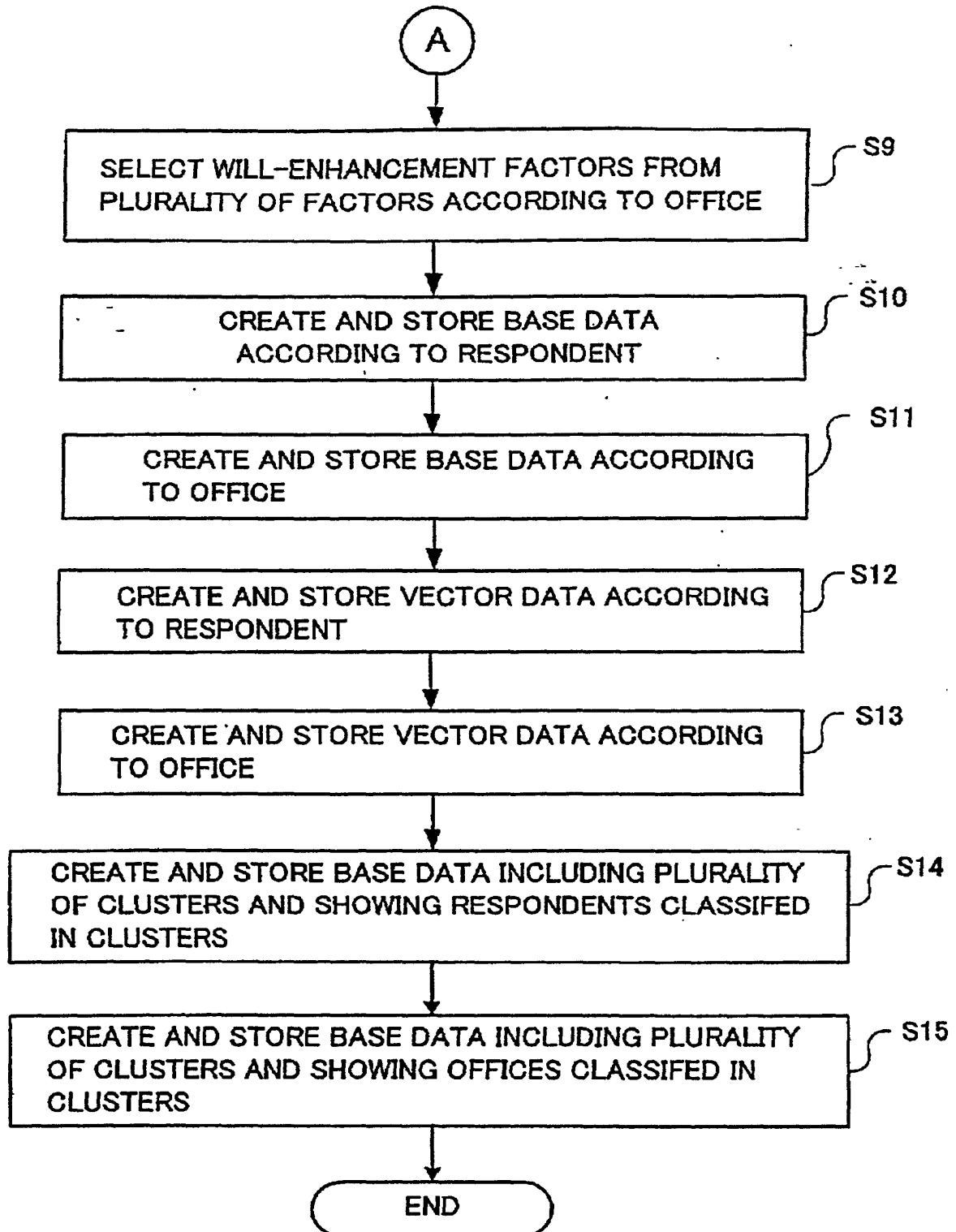


FIG.3

100

100a

100b

QUESTIONNAIRE

OFFICE 101a

RESPONDENT 102a

QUESTION 103a

104a

105a

1. STRONGLY

2. SOMEHOW

3. MAYBE OR MAYBE NOT

4. PROBABLY NOT

5. RARELY

ANSWER

105a

1. YOUR BOSS GIVES YOU POSITIVE APPRECIATION. WHEN YOU GET ORDER

2. YOU HAVE GOOD KNOWLEDGE ABOUT THINGS YOU ARE TRYING TO SELL

3. ...

4. ...

5. ...

6. ...

7. ...

8. ...

9. ...

10. ...

CONTINUED

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FIG.4

200

OFFICE	RESPOND- ENT	SALES AMOUNT (YEN)	QUES- TION 1	QUES- TION 2	...	QUES- TION 118	QUES- TION 119
SENDAI	xxxx	55,000,000	2	4	...	3	4
...	xxxx	70,500,000	3	2	...	1	3
...
...

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FIG.5

OFFICE	RESPOND- ENT	SALES AMOUNT (YEN)	QUES- TION 1	QUES- TION 9	...	QUES- TION 117
SENDAI	x x x x	55,000,000	2	4	...	4
...	x x x x	70,500,000	3	2	...	3
...
...

FACTOR 3
FACTOR 2
FACTOR 1

250

FIG. 5

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FIG.6

OFFICE	RESPONDENT	SALES AMOUNT (YEN)	MEAN
SENDAI	X X X X	55,000,000	2.7
...	X X X X	70,500,000	2.1
...
AKITA	...	48,000,000	2.3

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FIG. 7

350

OFFICE	SALES AMOUNT (YEN)	MEAN
SENDAI	55,000,000	2.5
AKITA	48,000,000	1.9
...
...

FACTOR 3
FACTOR 2
FACTOR 1

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FIG.8A

400

CORRELATION COEFFICIENT OF FACTOR 1 AND ANSWER OF RESPONDENT	CORRELATION COEFFICIENT OF FACTOR 2 AND ANSWER OF RESPONDENT	...	CORRELATION COEFFICIENT OF FACTOR 19 AND ANSWER OF RESPONDENT
-0.18	0.32	...	0.33

FIG.8B

450

CORRELATION COEFFICIENT OF FACTOR 1 AND ANSWER FOR OFFICE	CORRELATION COEFFICIENT OF FACTOR 2 AND ANSWER FOR OFFICE	...	CORRELATION COEFFICIENT OF FACTOR 19 AND ANSWER FOR OFFICE
-0.19	0.33	...	0.37

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FIG. 9

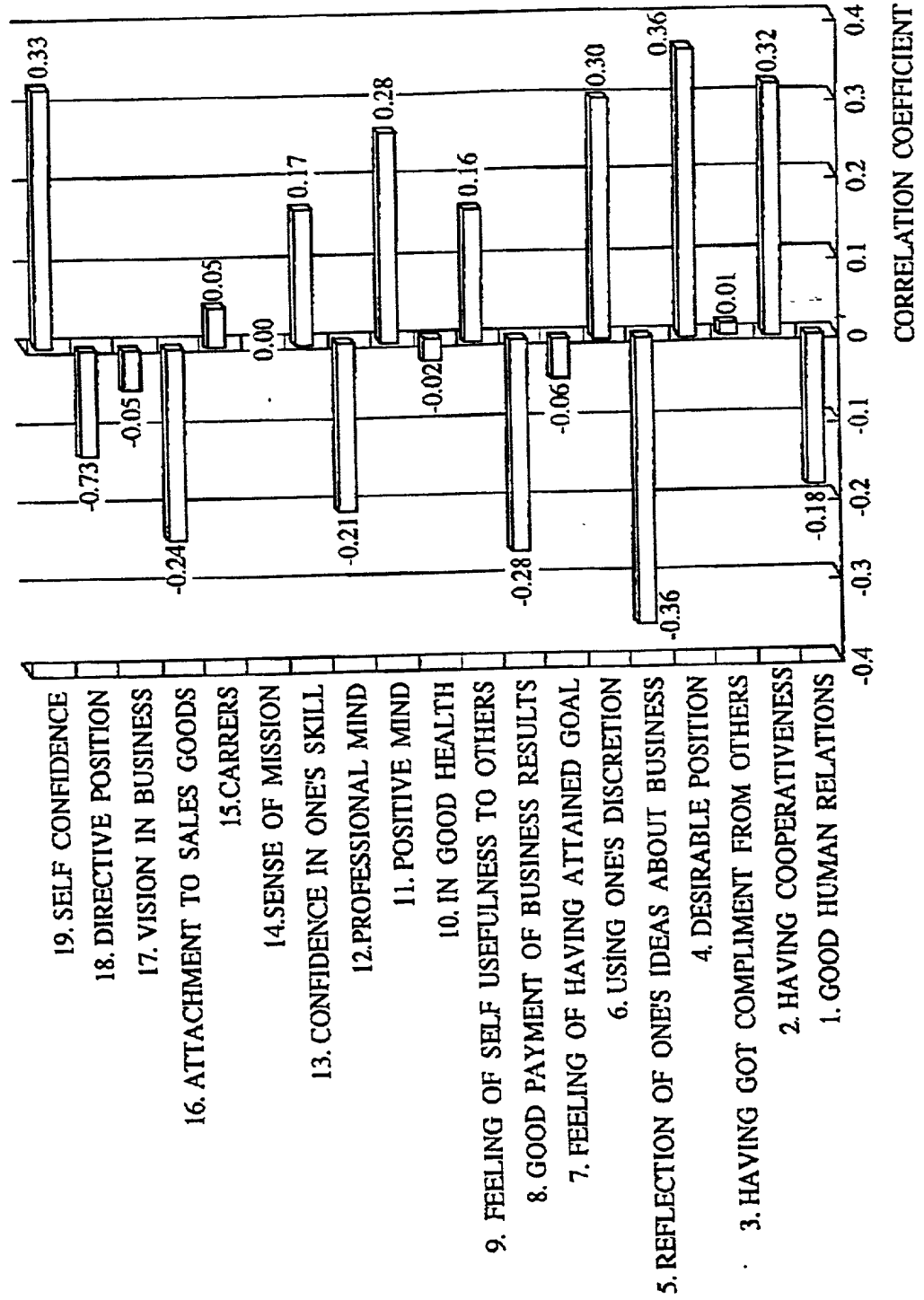


FIG. 10A

WILL-ENHANCEMENT FACTOR	MEAN
WILL-ENHANCEMENT FACTOR 1	4.3
WILL-ENHANCEMENT FACTOR 2	4.4
WILL-ENHANCEMENT FACTOR 3	4.1
...	...
...	...

FIG. 10B

WILL-ENHANCEMENT FACTOR	MEAN
WILL-ENHANCEMENT FACTOR 1	4.1
WILL-ENHANCEMENT FACTOR 2	4.5
WILL-ENHANCEMENT FACTOR 3	4.3
...	...
...	...

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FIG.11A

600

RESPONDENT	VECTOR
x x x x	4.1,4.3,4.0,4.6,3.9,4.2,4.5
x x x x	4.0,4.3,4.3,4.5,4.1,4.2,4.4
...	...
...	...
...	...

FIG.11B

650

OFFICE	VECTOR
x x x x	4.3,4.2,4.0,4.5,3.8,4.3,4.4
x x x x	4.1,4.0,4.5,4.1,4.1,4.4,4.4
...	...
...	...
...	...

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FIG.12A

700

CLUSTER	VECTOR
CLUSTER C1	4.01,4.15,4.16,3.88,3.61,3.72,3.75
CLUSTER C2	3.94,3.53,3.67,3.54,3.72,3.41,3.72
...	...
...	...
...	...

FIG.12B

750

CLUSTER	VECTOR
CLUSTER C1	3.91,3.75,3.90,3.88,3.46,3.72,3.75
CLUSTER C2	3.81,3.64,3.67,3.39,3.54,3.34,3.66
...	...
...	...
...	...

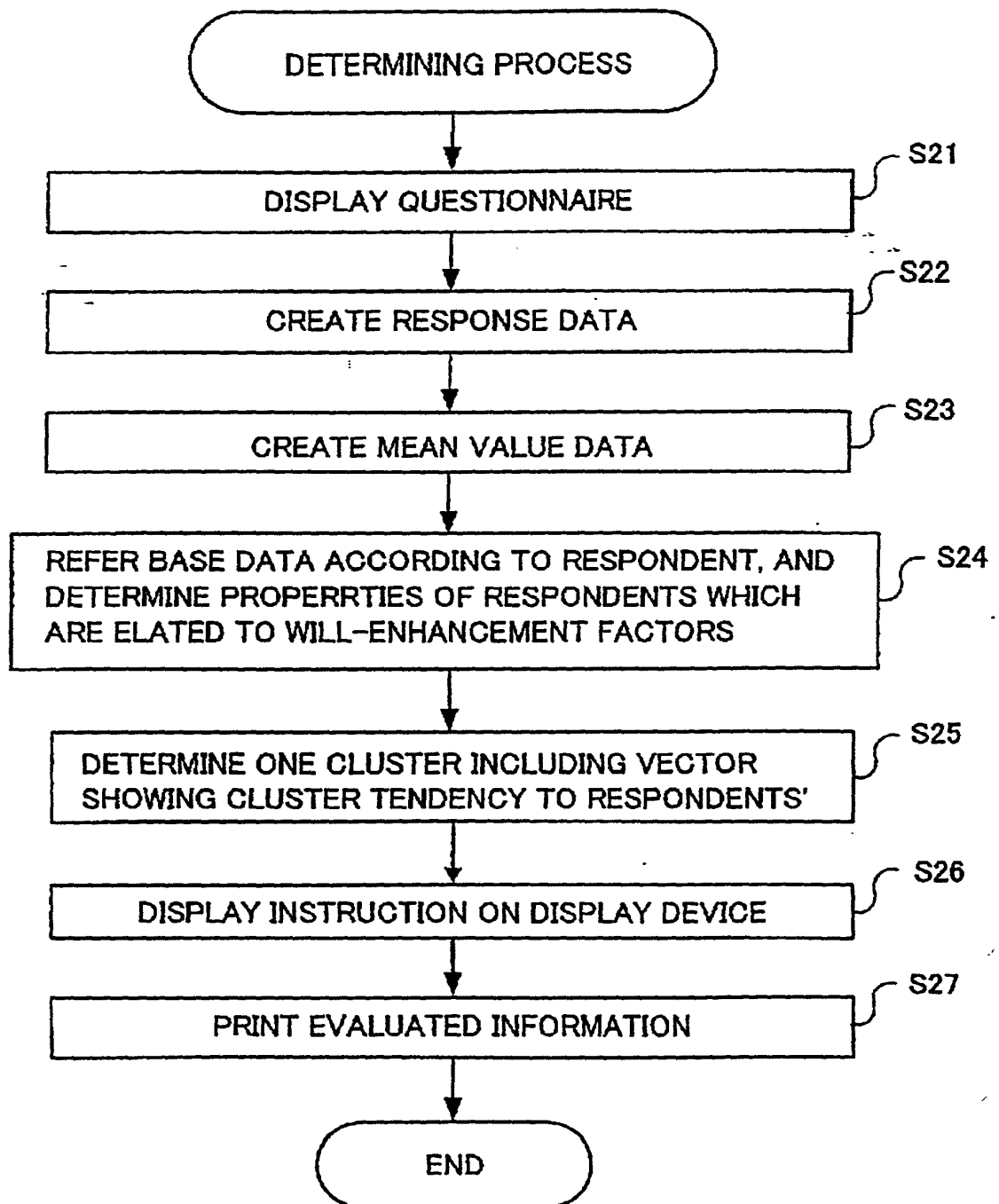
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FIG. 13

CLUSTER C1	A-TYPE (SUPER HIGH LEVEL)	17
CLUSTER C2	B-TYPE (HIGH LEVEL, HIGH LEVEL IN "COOPERATIVENESS")	16 • • 20 •
CLUSTER C3	C-TYPE (HIGH LEVEL, HIGH LEVEL IN "FEELING OF SELF USEFULNESS TO OTHERS")	23 • 7 • • 15
CLUSTER C4	D-TYPE (AVERAGE LEVEL, LOW LEVEL IN "FEELING OF SELF USEFULNESS TO OTHERS")	8 • 22 • • 1 19 • • 9 • 21 • 12
CLUSTER C5	E-TYPE (AVERAGE LEVEL, LOW LEVEL IN "COOPERATIVENESS")	4 • • • • 11 • 14 • 18 • • 13
CLUSTER C6	F-TYPE (LOW LEVEL)	5 • 6 • • • 3 •
CLUSTER C7	G-TYPE (HIGH IN "DESIRABLE POSITION" AND "CONFIDENCE IN ONE'S SKILL")	10

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FIG. 14



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FIG.15

800

800a

800b

QUESTIONNAIRE

OFFICE 801a

RESPONDENT 802a

QUESTION 803a

1. STRONGLY

2. SOMEHOW

3. MAYBE OR MAYBE NOT

4. PROBABLY NOT

5. RARELY

806a

804a

NO QUESTION ANSWER

1. YOUR BOSS GIVS YOU POSITIVE APPRECIATION, WHEN YOU GET ORDER

2. YOU HAVE GOOD KNOWLEDGE ABOUT THINGS YOU ARE TRYING TO SELL

805a

3

4

5

6

7

8

9

10

CONTINUED

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FIG.16

850

OFFICE	RESPOND- ENT	SALES AMOUNT (YEN)	QUES- TION 1	QUES- TION 2	...	QUES- TION 118	QUES- TION 119
SENDAI	XXXX	55,000,000	2	4	...	3	4

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FIG.17

900

OFFICE	RESPOND- ENT.	SALES AMOUNT (YEN)	WILL- ENHANCEMENT FACTOR 1	WILL- ENHANCEMENT FACTOR 2	...	WILL- ENHANCEMENT FACTOR 6	WILL- ENHANCEMENT FACTOR 7
SENDAI	XXXX	55,000,000	2.7	4.2	...	3.7	4.3

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FIG.18

950

INSTRUCTION

1. YOUR WILL-ENHANCEMENT FACTOR 1 (COOPERRATIVENESS) IS REMARKABLY LOW, TRY TO BE MORE COOPERRATIVE
2. YOUR WILL-ENHANCEMENT FACTOR 5 (POSITIVE MIND) IS QUITE LOW, TRY TO BE MORE CONFIDENT WHAT YOU ARE DOING IN WORK-FORCE

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FIG. 19A

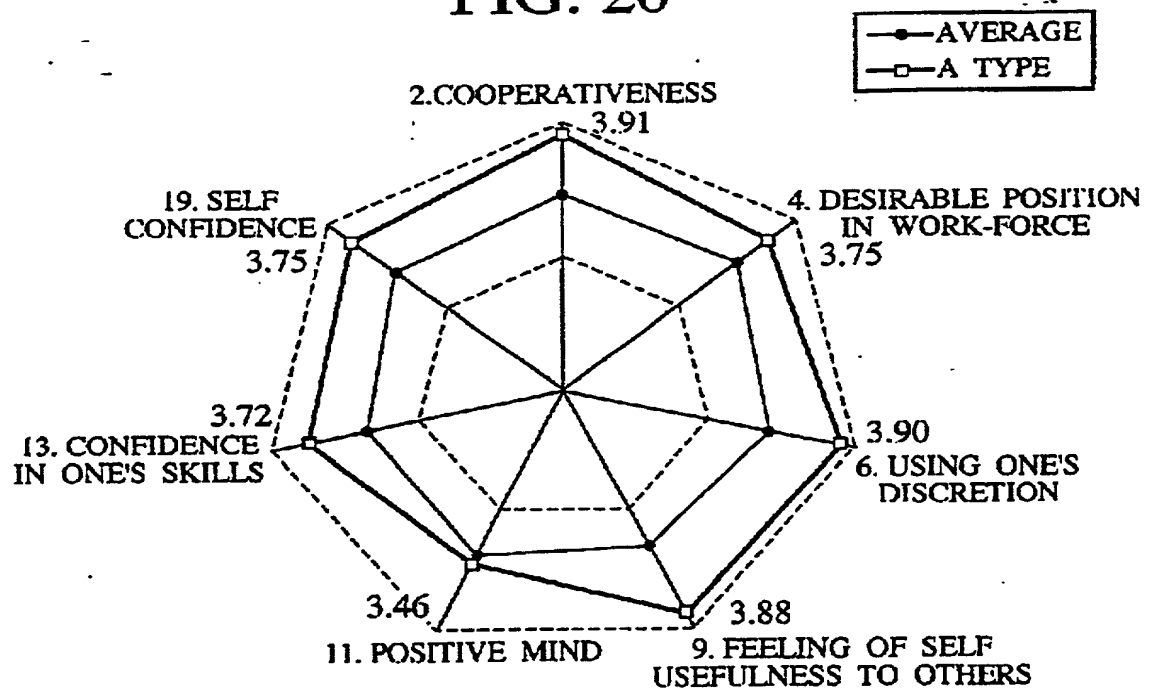
	COOPERATIVENESS	DESIRABLE POSITION IN WORK-FORCE	USING ONE'S DISCRETION	FEELING OF SELF-USEFULNESS TO OTHERS	POSITIVE MIND	CONFIDENCE IN ONE'S SKILLS	SELF-CONFIDENCE
CLUSTER C1	3.91 3.54~	3.75 3.56~	3.90 3.48~	3.88 3.40~	3.60 3.46~	3.72 3.40~	3.75 3.50~
CLUSTER C2	3.81 3.66~	3.64 3.50~	3.67 3.42~	3.39 3.34~	3.54 3.40~	3.43 3.34~	3.66 3.44~
CLUSTER C3	3.48 3.48~	3.44 3.50~	3.48 3.42~	3.64 3.52~	3.35 3.40~	3.53 3.34~	3.54 3.44~
CLUSTER C4	3.50 3.31~3.61	3.52 3.33~3.63	3.16 3.25~3.55	3.17 ~3.20	3.37 3.23~3.53	3.27 3.17~3.47	3.37 3.27~3.57
CLUSTER C5	3.30 ~3.34	3.43 3.33~3.63	3.26 3.25~3.55	3.39 3.17~3.47	3.43 3.23~3.53	3.30 3.17~3.47	3.38 3.27~3.57
CLUSTER C6	3.23 ~3.44	3.32 ~3.46	3.19 ~3.38	3.06 ~3.30	3.15 ~3.36	3.07 ~3.30	3.21 ~3.40
CLUSTER C7	2.94	4.20 3.68~	3.10	3.17	3.71	4.00 3.52~	3.70 3.62~
MEAN	3.46	3.48	3.40	3.32	3.38	3.32	3.42

FIG. 19B

	COOPERATIVENESS	DESIRABLE POSITION IN WORK-FORCE	USING ONE'S DISCRETION	FEELING OF SELF-USEFULNESS TO OTHERS	POSITIVE MIND	CONFIDENCE IN ONE'S SKILLS	SELF-CONFIDENCE
GROUP 1	3.70	3.65	3.53	3.50	3.56	3.64	3.57
GROUP 2	3.21	3.35	3.31	3.22	3.29	3.20	3.32
GROUP 3	3.64	3.57	3.38	3.55	3.47	3.53	3.60

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FIG. 20



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FIG. 21

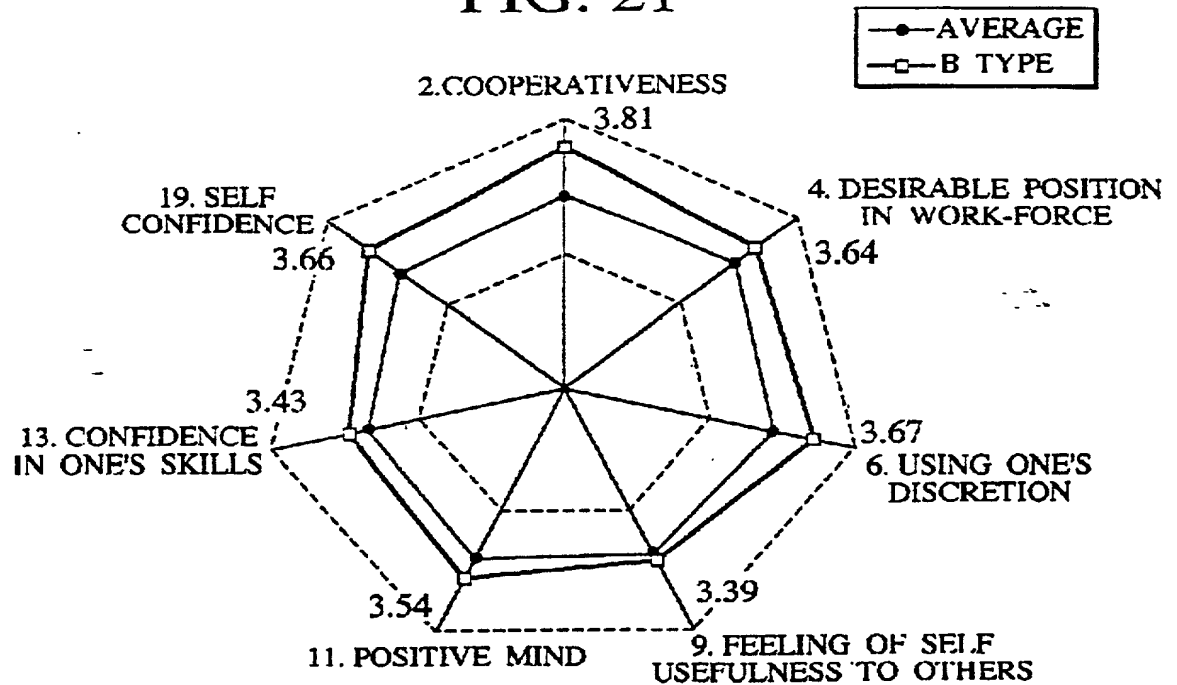
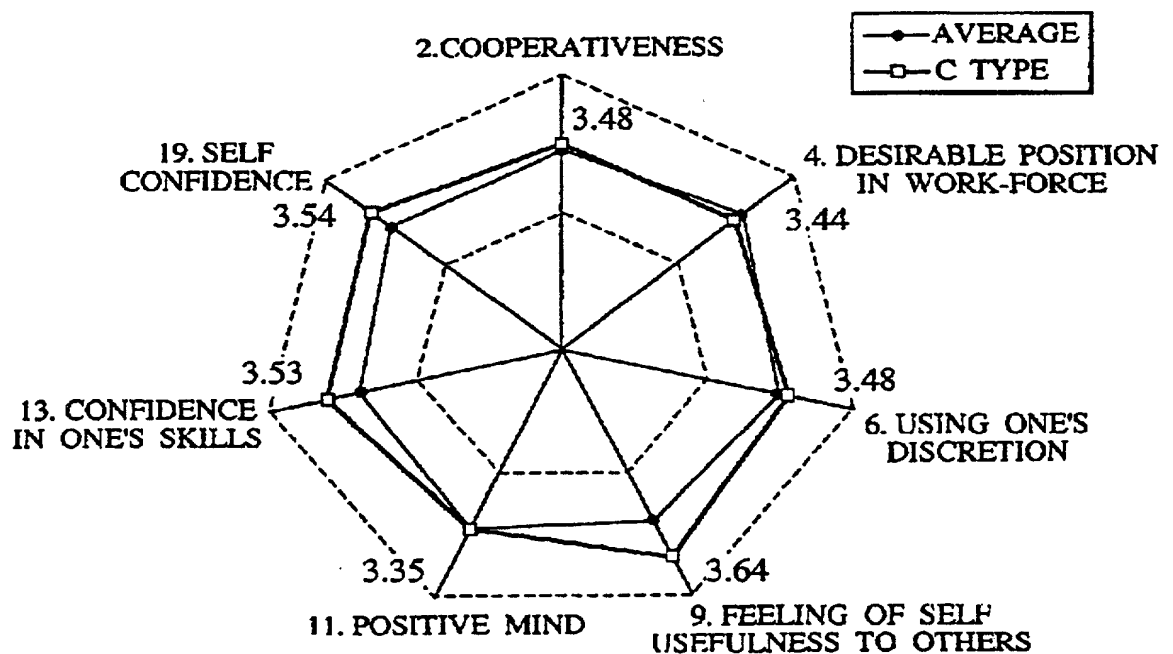


FIG. 22



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FIG. 23

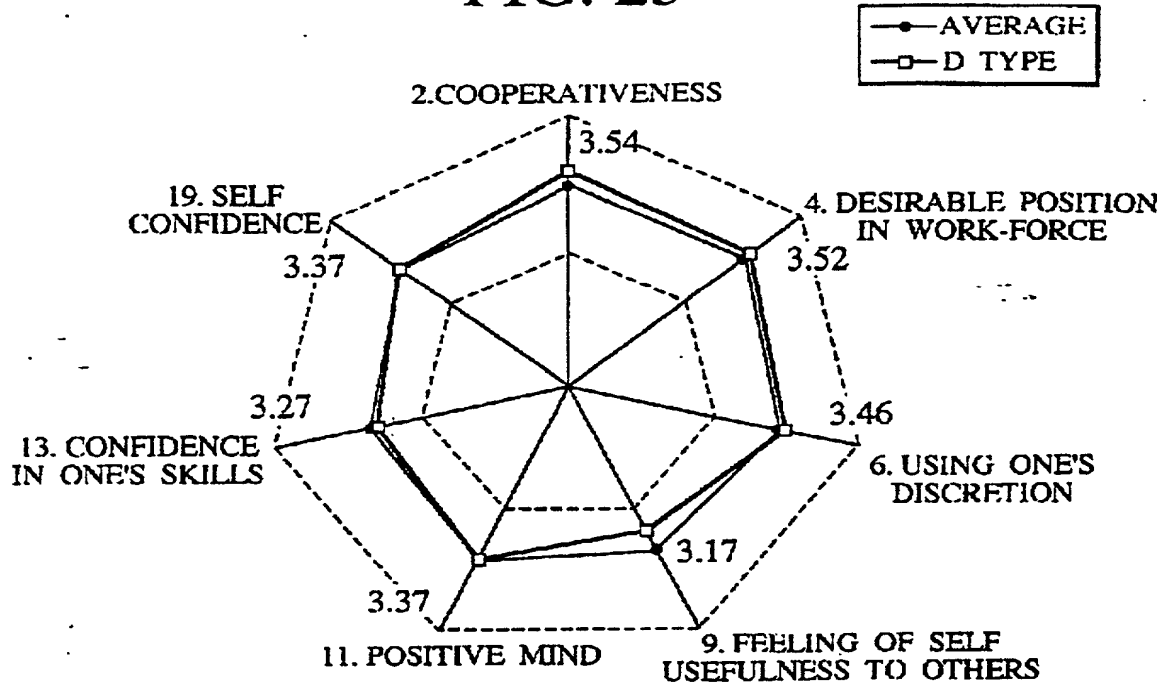
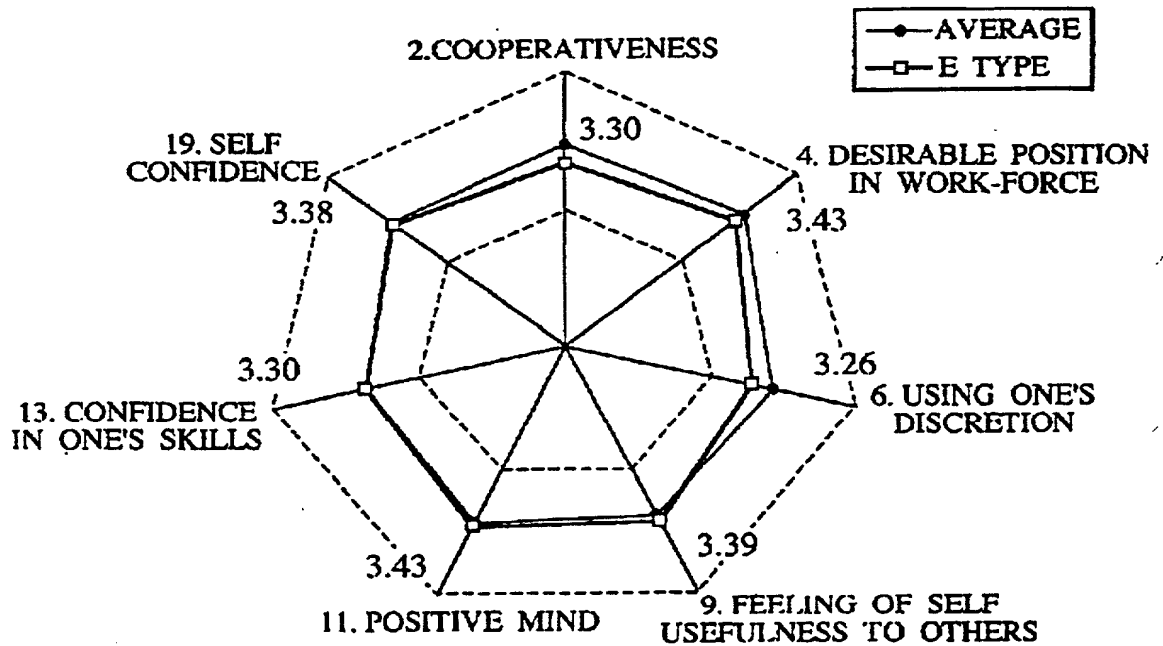


FIG. 24



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FIG. 25

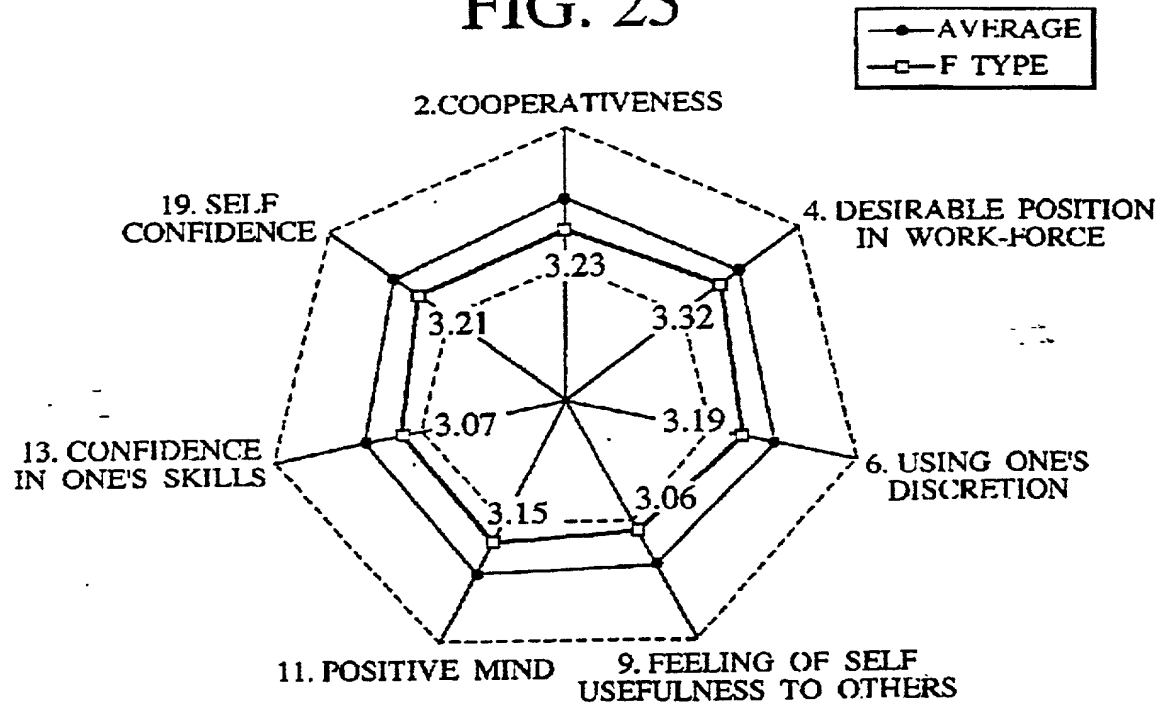
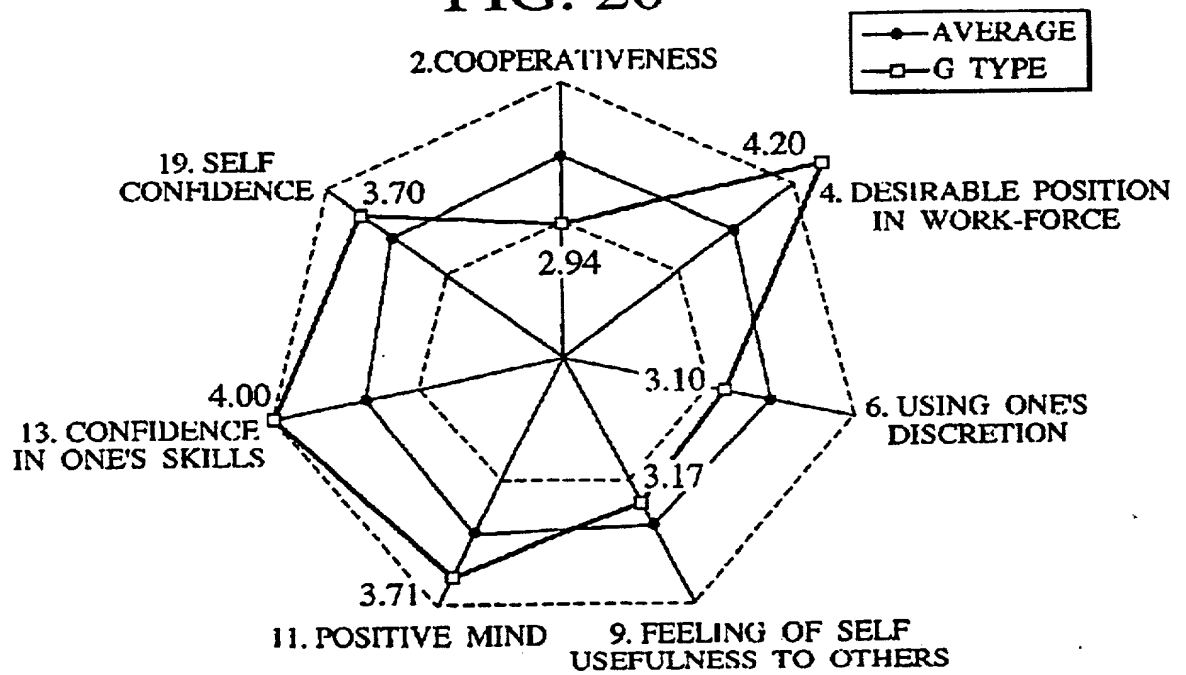


FIG. 26



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FIG. 27A

ID	EMPLOYEE	E-MAIL	BOSS	E-MAIL
K001234	YAMADA Kiro	zashiki@rico.com	KOZUMI Ichiro	kakashi@rico.com
K001236	NOGUCHI Midori	neko@rico.com	KOZUMI Ichiro	kakashi@rico.com
K001242	TAMURA Kuro	warashi@rico.com	KOZUMI Ichiro	kakashi@rico.com
K002567	KOMIZO Shiro	buta@rico.com	NAKADA Maki	wadachi@rico.com
.....

FIG. 27C

RADAR CHART	ADVISORY DATA
TYPE A
TYPE B
TYPE C
.....
TYPE K

FIG. 27B

FACTOR	ADVISORY DATA
1
2
3
.....
7